

103D CONGRESS  
1ST SESSION

# H. R. 477

To reform Customs Service operations, and for other purposes.

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IN THE HOUSE OF REPRESENTATIVES

JANUARY 6, 1993

Mr. RANGEL introduced the following bill; which was referred jointly to the  
Committees on Ways and Means and Post Office and Civil Service

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## A BILL

To reform Customs Service operations, and for other  
purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Customs Inspector  
5 Benefit Reform Act of 1993”.

6 **SEC. 2. OVERTIME AND PREMIUM PAY FOR CUSTOMS OFFI-**  
7 **CERS.**

8 (a) IN GENERAL.—Section 5 of the Act of February  
9 13, 1911 (19 U.S.C. 261 and 267) is amended to read  
10 as follows:

1 **“SEC. 5. OVERTIME AND PREMIUM PAY FOR CUSTOMS OF-**  
2 **FICERS.**

3 “(a) OVERTIME PAY.—

4 “(1) IN GENERAL.—Subject to paragraph (2)  
5 and subsection (c), a customs officer who is officially  
6 assigned to perform work in excess of 40 hours in  
7 the administrative workweek of the officer or in ex-  
8 cess of 8 hours in a day shall be compensated for  
9 that work at an hourly rate of pay that is equal to  
10 2 times the hourly rate of the basic pay of the offi-  
11 cer. For purposes of this paragraph, the hourly rate  
12 of basic pay for a customs officer does not include  
13 any premium pay provided for under subsection (b).

14 “(2) SPECIAL PROVISIONS RELATING TO OVER-  
15 TIME WORK ON CALLBACK BASIS.—

16 “(A) MINIMUM DURATION.—Any work for  
17 which compensation is authorized under para-  
18 graph (1) and for which the customs officer is  
19 required to return to the officer’s place of work  
20 shall be treated as being not less than 2 hours  
21 in duration; but only if such work begins at  
22 least 1 hour after the end of any previous regu-  
23 larly scheduled work assignment.

24 “(B) COMPENSATION FOR COMMUTING  
25 TIME.—

1           “(i) IN GENERAL.—Except as pro-  
2           vided in clause (ii), in addition to the com-  
3           pensation authorized under paragraph (1)  
4           for work to which subparagraph (A) ap-  
5           plies, the customs officer is entitled to be  
6           paid, as compensation for commuting time,  
7           an amount equal to 3 times the hourly rate  
8           of basic pay of the officer.

9           “(ii) EXCEPTION.—Compensation for  
10          commuting time is not payable under  
11          clause (i) if the work for which compensa-  
12          tion is authorized under paragraph (1)  
13          commences within 2 hours of the next reg-  
14          ularly scheduled work assignment of the  
15          customs officer.

16       “(b) PREMIUM PAY FOR CUSTOMS OFFICERS.—

17           “(1) NIGHT WORK DIFFERENTIAL.—

18           “(A) 3 P.M. TO MIDNIGHT SHIFTWORK.—If  
19           the majority of the hours of regularly scheduled  
20           work of a customs officer occur during the pe-  
21           riod beginning at 3 p.m. and ending at 12 a.m.,  
22           the officer is entitled to pay for work during  
23           such period (except for work to which para-  
24           graph (2) or (3) applies) at the officer’s hourly

1 rate of basic pay plus premium pay amounting  
2 to 15 percent of that basic rate.

3 “(B) 11 P.M. TO 8 A.M. SHIFTWORK.—If  
4 the majority of the hours of regularly scheduled  
5 work of a customs officer occur during the pe-  
6 riod beginning at 11 p.m. and ending at 8 a.m.,  
7 the officer is entitled to pay for work during  
8 such period (except for work to which para-  
9 graph (2) or (3) applies) at the officer’s hourly  
10 rate of basic pay plus premium pay amounting  
11 to 20 percent of that basic rate.

12 “(2) SUNDAY DIFFERENTIAL.—A customs offi-  
13 cer who performs any regularly scheduled work on a  
14 Sunday that is not a holiday is entitled to pay for  
15 that work at the officer’s hourly rate of basic pay  
16 plus premium pay amounting to 100 percent of that  
17 basic rate.

18 “(3) HOLIDAY DIFFERENTIAL.—A customs offi-  
19 cer who performs any regularly scheduled work on a  
20 holiday is entitled to pay for that work at the offi-  
21 cer’s hourly rate of basic pay plus premium pay  
22 amounting to 100 percent of that basic rate.

23 “(4) TREATMENT OF PREMIUM PAY.—Premium  
24 pay provided for under this subsection may not be

1 treated as being overtime pay or compensation for  
2 any purpose.

3 “(c) EXCLUSIVITY OF PAY UNDER THIS SECTION.—

4 A customs officer who receives overtime pay under sub-  
5 section (a) or premium pay under subsection (b) for time  
6 worked may not receive pay or other compensation for  
7 that work under any other provision of law.

8 “(d) REGULATIONS.—The Secretary of the Treasury  
9 shall prescribe such regulations as are necessary or appro-  
10 priate to carry out this section, including regulations—

11 “(1) to ensure that callback work assignments  
12 are commensurate with the overtime pay authorized  
13 for such work; and

14 “(2) to prevent the disproportionate assignment  
15 of overtime work to customs officers who are near  
16 to retirement.

17 “(e) DEFINITIONS.—As used in this section:

18 “(1) The term ‘customs officer’ means an indi-  
19 vidual performing those functions specified by regu-  
20 lation by the Secretary of the Treasury for a cus-  
21 toms inspector or canine enforcement officer. Such  
22 functions shall be consistent with such applicable  
23 standards as may be promulgated by the Office of  
24 Personnel Management.

1 “(2) The term ‘holiday’ means any day des-  
2 ignated as a holiday under a Federal statute or Ex-  
3 ecutive order.’”.

4 (b) CONFORMING AMENDMENTS.—

5 (1) Section 2 of the Act of June 3, 1944 (19  
6 U.S.C. 1451a), is repealed.

7 (2) Section 450 of the Tariff Act of 1930 (19  
8 U.S.C. 1450) is amended—

9 (A) by striking out “**AT NIGHT**” in the  
10 section heading and inserting “**DURING OVER-**  
11 **TIME HOURS**”;

12 (B) by striking out “at night” and insert-  
13 ing “during overtime hours”; and

14 (C) by inserting “aircraft,” immediately  
15 before “vessel”.

16 (c) EFFECTIVE DATE.—The amendments made by  
17 subsections (a) and (b) apply to customs inspectional serv-  
18 ices provided on or after the date occurring 90 days after  
19 the date of the enactment of this Act.

20 **SEC. 3. FOREIGN LANGUAGE PROFICIENCY AWARDS FOR**  
21 **CUSTOMS OFFICERS.**

22 Cash awards for foreign language proficiency may,  
23 under regulations prescribed by the Secretary of the  
24 Treasury, be paid to customs officers (as referred to in  
25 section 5(e)(1) of the Act of February 13, 1911) to the

1 same extent and in the same manner as would be allowable  
2 under subchapter III of chapter 45 of title 5, United  
3 States Code, with respect to law enforcement officers (as  
4 defined by section 4521 of such title).

5 **SEC. 4. APPROPRIATIONS REIMBURSEMENTS FROM THE**  
6 **CUSTOMS USER FEE ACCOUNT.**

7 Section 13031(f)(3) of the Consolidated Omnibus  
8 Budget Reconciliation Act of 1985 (19 U.S.C. 58c(f)(3))  
9 is amended by amending clause (i) of subparagraph (A)  
10 to read as follows:

11 “(i) in—

12 “(I) paying overtime compensation and  
13 premium pay under section 5(a) and (b) of the  
14 Act of February 13, 1911,

15 “(II) paying necessary expenses for agency  
16 contributions to the Civil Service Retirement  
17 and Disability Fund or the Federal Employees  
18 Retirement System to match deductions from  
19 the overtime compensation paid under  
20 subclause (I), and

21 “(III) providing all preclearance services  
22 for which the recipients of such services are not  
23 required to reimburse the Secretary of the  
24 Treasury, and”.

1 **SEC. 5. TREATMENT OF CERTAIN PAY OF CUSTOMS OFFI-**  
2 **CERS FOR RETIREMENT PURPOSES.**

3 (a) IN GENERAL.—Section 8331(3) of title 5, United  
4 States Code, is amended—

5 (1) by striking out “and” at the end of sub-  
6 paragraph (C);

7 (2) by striking out the semicolon at the end of  
8 subparagraph (D) and inserting “; and”;

9 (3) by adding after subparagraph (D) the fol-  
10 lowing:

11 “(E) with respect to a customs officer (re-  
12 ferred to in subsection (e)(1) of section 5 of the  
13 Act of February 13, 1911), compensation for  
14 overtime inspectional services provided for  
15 under subsection (a) of such section 5, but not  
16 to exceed 50 percent of any statutory maximum  
17 in overtime pay for customs officers which is in  
18 effect for the year involved;”; and

19 (4) by striking out “subparagraphs (B), (C),  
20 and (D) of this paragraph,” and inserting “subpara-  
21 graphs (B), (C), (D), and (E) of this paragraph”.

22 (b) EFFECTIVE DATE.—The amendments made by  
23 subsection (a) take effect on the date of the enactment  
24 of this Act and apply only with respect to service per-  
25 formed on or after such date.

1 **SEC. 6. REPORTS.**

2 (a) CUSTOMS USER FEE ACCOUNT REPORTS.—Sub-  
3 paragraph (D) of section 13031(f)(3) of the Consolidated  
4 Omnibus Budget Reconciliation Act of 1985 (19 U.S.C.  
5 58c(f)(3)(D)) is amended to read as follows:

6 “(D) At the close of each fiscal year, the Secretary  
7 of the Treasury shall submit a report to the Committee  
8 on Finance of the Senate and the Committee on Ways and  
9 Means of the House of Representatives—

10 “(i) containing a detailed accounting of all ex-  
11 penditures from the Customs User Fee Account dur-  
12 ing such year, including a summary of the expendi-  
13 tures, on a port-by-port basis, for which reimburse-  
14 ment has been provided under subparagraph (A)(ii);  
15 and

16 “(ii) containing a listing of all callback assign-  
17 ments of customs officers for which overtime com-  
18 pensation was paid under section 5(a) of the Act of  
19 February 13, 1911, and that were less than 1 hour  
20 in duration.”.

21 (b) OTHER REPORTS.—

22 (1) GAO REPORT.—The Comptroller General of  
23 the United States shall undertake—

24 (A) an evaluation of the appropriateness  
25 and efficiency of the customs user fee laws for

1 financing the provision of customs inspectional  
2 services; and

3 (B) a study to determine whether cost sav-  
4 ings in the provision of overtime inspectional  
5 services could be realized by the United States  
6 Customs Service through the use of additional  
7 inspectors as opposed to continuing the current  
8 practice of relying on overtime pay.

9 The Comptroller General shall submit a report on  
10 the evaluation and study required under this sub-  
11 section to the Committees by no later than the 1st  
12 anniversary of the date of the enactment of this Act.

13 (2) TREASURY RECOMMENDATION.—On the day  
14 that the President submits the budget for the  
15 United States Government for fiscal year 1994 to  
16 the Congress under section 1105(a) of title 31,  
17 United States Code, the Secretary of the Treasury  
18 shall submit to the Committees recommended legis-  
19 lative proposals for improving the operation of cus-  
20 toms user fee laws in financing the provision of cus-  
21 toms inspectional services.

22 (3) DEFINITION OF COMMITTEES.—For pur-  
23 poses of this subsection, the term “Committees”  
24 means the Committee of Ways and Means of the

1 House of Representatives and the Committee on Fi-  
2 nance of the Senate.

3 **SEC. 7. HAZARDOUS DUTY DIFFERENTIAL.**

4 (a) IN GENERAL.—Notwithstanding section 5545(d)  
5 of title 5, United States Code, in the administration of  
6 such section, the Commissioner of Customs of the United  
7 States Customs Service may designate hazardous duty  
8 functions for the purpose of paying hazardous duty dif-  
9 ferentials to customs officers.

10 (b) DEFINITION.—For purposes of this section the  
11 term “customs officer” means an individual performing  
12 those functions specified by regulation by the Secretary  
13 of the Treasury for a customs inspector or canine enforce-  
14 ment officer. Such functions shall be consistent with such  
15 applicable standards as may be promulgated by the Office  
16 of Personnel Management.

17 (c) EFFECTIVE DATE.—This section shall take effect  
18 and apply to inspectional services provided on or after Oc-  
19 tober 1, 1993.

20 **SEC. 8. SPECIAL PAY ADJUSTMENT FOR CUSTOMS SERVICE**  
21 **EMPLOYEES.**

22 (a) IN GENERAL.—Section 405 of the Federal Em-  
23 ployees Pay Comparability Act of 1990 (5 U.S.C. 5305  
24 note) is amended by adding at the end thereof the follow-  
25 ing new subsection:

1       “(d)(1) The provisions of subsection (a) shall apply  
2 to customs officers.

3       “(2) For purposes of this section the appropriate  
4 agency head for prescribing regulations shall be the Sec-  
5 retary of the Treasury.

6       “(3) For purposes of this section the term ‘customs  
7 officer’ means an individual performing those functions  
8 specified by regulation by the Secretary of the Treasury  
9 for a customs inspector or canine enforcement officer.  
10 Such functions shall be consistent with such applicable  
11 standards as may be promulgated by the Office of Person-  
12 nel Management.”.

13       (b) EFFECTIVE DATE.—

14           (1) IN GENERAL.—Subject to the provisions of  
15 paragraph (2), the amendment made by this section  
16 shall be effective on and after the first day of the  
17 first applicable pay period beginning on or after Oc-  
18 tober 1, 1993.

19           (2) REGULATIONS.—The Secretary of the  
20 Treasury may prescribe regulations after the date of  
21 the enactment of this section to provide for the im-  
22 plementation of the amendment made by this section  
23 on or after the effective date under paragraph (1).

1 **SEC. 9. CUSTOMS INSPECTOR AND CANINE ENFORCEMENT**  
2 **OFFICER CREDITABLE SERVICE FOR RETIRE-**  
3 **MENT.**

4 (a) DESIGNATION OF ARDUOUS ENFORCEMENT PO-  
5 SITIONS.—The Commissioner of Customs (hereafter in  
6 this section referred to as the “Commissioner”) may des-  
7 ignate positions in the Customs Service as arduous en-  
8 forcement positions. An arduous enforcement position may  
9 only be filled by an employee who—

10 (1) is a customs inspector or canine enforce-  
11 ment officer;

12 (2) is capable of performing duties which are  
13 sufficiently rigorous that employment opportunities  
14 should be limited to young and physically vigorous  
15 individuals, as determined by the Commissioner;

16 (3) is less than 57 years of age;

17 (4) qualifies in firearms tests conducted on a  
18 quarterly basis under regulations promulgated by  
19 the Commissioner; and

20 (5) qualifies in all physical fitness standards  
21 under regulations promulgated by the Commissioner  
22 that are generally applicable to all Federal law en-  
23 forcement officers.

24 (b) REMOVAL FROM ARDUOUS ENFORCEMENT POSI-  
25 TION.—A customs inspector or canine enforcement officer  
26 who fails to qualify on any quarterly firearms test as re-

1 quired under subsection (a)(4) or fails to maintain the  
2 physical fitness standards under subsection (a)(5) shall be  
3 removed from an arduous enforcement position. Such in-  
4 spector or officer may not be assigned to an arduous en-  
5 forcement position for a period of no less than 6 months.

6 (c) CIVIL SERVICE RETIREMENT SYSTEM.—

7 (1) DEFINITIONS.—Section 8331 of title 5,  
8 United States Code, is amended—

9 (A) in paragraph (25) by striking out  
10 “and” after the semicolon;

11 (B) in paragraph (26) by striking out the  
12 period and inserting in lieu thereof a semicolon  
13 and “and”; and

14 (C) by adding at the end thereof the fol-  
15 lowing new paragraph:

16 “(27) ‘designated customs inspector’ means a  
17 customs inspector or canine enforcement officer who  
18 is serving in an arduous enforcement position as  
19 designated by the Commissioner of Customs under  
20 section 9 of the Customs Inspector Benefit Reform  
21 Act of 1993.’”.

22 (2) CREDITABLE SERVICE.—Section 8332 of  
23 title 5, United States Code, is amended by adding  
24 at the end thereof the following new subsection:

1       “(o)(1) For purposes of this chapter, and subject to  
2 the provisions of this subsection, a designated customs in-  
3 spector shall receive 1½ years of creditable service for  
4 each year of actual service as a designated customs inspec-  
5 tor. Such service shall be based on full years and twelfth  
6 parts thereof, excluding from the aggregate the fractional  
7 part of a month, if any.

8       “(2) The provisions of paragraph (1) shall not apply  
9 to any customs inspector or canine enforcement officer un-  
10 less such inspector or officer has no less than 5 years of  
11 actual service as an employee (which is otherwise cred-  
12 itable service under this section).

13       “(3) No customs inspector or canine enforcement of-  
14 ficer may be credited with more than 20 years of cred-  
15 itable service under the provisions of paragraph (1).

16       “(4) This subsection shall not be construed to give  
17 any customs inspector or canine enforcement officer credit  
18 for both service as such inspector or officer and service  
19 as a designated customs inspector during any specified  
20 time period.”.

21               (3) DEDUCTIONS, CONTRIBUTIONS, AND DEPOS-  
22 ITS.—Section 8334 of title 5, United States Code, is  
23 amended—

1 (A) in the first sentence of subsection  
 2 (a)(1) by inserting “designated customs inspec-  
 3 tor,” after “law enforcement officer,”; and

4 (B) in the table under subsection (c) by in-  
 5 serting after the item relating to law enforce-  
 6 ment officers and firefighters the following new  
 7 item:

“Designated customs inspector for designated customs inspector service .....	7½.....	After September 31, 1993.”.
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8 (4) COMPUTATION OF ANNUITY.—Section 8339  
 9 of title 5, United States Code, is amended by adding  
 10 at the end thereof the following new subsection:

11 “(r) The annuity of an employee with creditable serv-  
 12 ice under section 8332(o) retiring under this subchapter  
 13 is computed under subsection (a) of this section, except  
 14 the annuity of such employee is computed with respect to  
 15 the service credited under section 8322(o)(1) as a des-  
 16 ignated customs inspector by multiplying 2½ percent of  
 17 his average pay by the years of that service.”.

18 (5) APPLICATION.—The amendments made by  
 19 this subsection shall be effective on and after Octo-  
 20 ber 1, 1993, and shall apply with regard to service  
 21 performed by a customs inspector or canine enforce-  
 22 ment officer in an arduous enforcement position on  
 23 and after such date.

24 (d) FEDERAL EMPLOYEES RETIREMENT SYSTEM.—

1 (1) DEFINITIONS.—Section 8401 of title 5,  
2 United States Code, is amended—

3 (A) in paragraph (31) by striking out  
4 “and” after the semicolon;

5 (B) in paragraph (32) by striking out the  
6 period and inserting in lieu thereof a semicolon  
7 and “and”; and

8 (C) by adding at the end thereof the fol-  
9 lowing new paragraph:

10 “(33) ‘designated customs inspector’ means a  
11 customs inspector or canine enforcement officer who  
12 is serving in an arduous enforcement position as  
13 designated by the Commissioner of Customs under  
14 section 9 of the Customs Inspector Benefit Reform  
15 Act of 1993.’”.

16 (2) CREDITABLE SERVICE.—Section 8411 of  
17 title 5, United States Code, is amended by adding  
18 at the end thereof the following new subsection:

19 “(h)(1) For purposes of this chapter, and subject to  
20 the provisions of this subsection, a designated customs in-  
21 spector shall receive 1½ years of creditable service for  
22 each year of actual service as a designated customs inspec-  
23 tor. Such service shall be based on full years and twelfth  
24 parts thereof, excluding from the aggregate the fractional  
25 part of a month, if any.

1       “(2) The provisions of paragraph (1) shall not apply  
2 to any customs inspector or canine enforcement officer un-  
3 less such inspector or officer has no less than 5 years of  
4 actual service as an employee (which is otherwise cred-  
5 itable service under this section).

6       “(3) No customs inspector or canine enforcement of-  
7 ficer may be credited with more than 20 years of cred-  
8 itable service under the provisions of paragraph (1).

9       “(4) This subsection shall not be construed to give  
10 any customs inspector or canine enforcement officer credit  
11 for both service as such inspector or officer and service  
12 as a designated customs inspector during any specified  
13 time period.”.

14               (3) DEDUCTIONS FROM PAY.—Section  
15 8422(a)(2)(B) of title 5, United States Code, is  
16 amended by inserting “designated customs inspec-  
17 tor,” after “law enforcement officer,”.

18               (4) GOVERNMENT CONTRIBUTIONS.—Section  
19 8423(a) is amended—

20                       (A) in paragraph (1)(B) by inserting “des-  
21 ignated customs inspector,” after “law enforce-  
22 ment officer,”; and

23                       (B) in paragraph (3)(A) by inserting “des-  
24 ignated customs inspector,” after “law enforce-  
25 ment officer,”.

1           (5) COMPUTATION OF ANNUITY.—Section 8415  
2       of title 5, United States Code, is amended—

3           (A) in subsection (g)(2) by inserting “des-  
4       ignated customs inspector,” after “law enforce-  
5       ment officer,”; and

6           (B) by adding at the end thereof the fol-  
7       lowing new subsection:

8       “(h) The annuity of an employee with creditable serv-  
9       ice under section 8411(h) retiring under this subchapter  
10      is computed under subsection (a) of this section, except  
11      the annuity of such employee is computed with respect to  
12      the service credited under section 8411(h)(1) as a des-  
13      ignated customs inspector by multiplying  $1\frac{7}{10}$  percent of  
14      his average pay by the years of that service.”.

15       (6) APPLICATION.—The amendments made by  
16      this subsection shall be effective on and after Octo-  
17      ber 1, 1993, and shall apply with regard to service  
18      performed by a customs inspector or canine enforce-  
19      ment officer in an arduous enforcement position on  
20      and after such date.

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HR 477 IH—2